

**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE FACULTY
ASSOCIATION, MEA/NEA
CLARIFICATION OF BENEFITS AVAILABLE DURING
UNPAID LEAVE OF ABSENCES**

This Memorandum of Understanding ("MOU") is entered into between and among Delta College ("College") and the Delta College Faculty Association, MEA/NEA ("DCFA") (individually, a "Party" and collectively, the "Parties"). The Parties hereby agree to the following terms, understanding that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party.

Article 17.2(C): Unpaid Leave of Absence, of the Faculty Collective Bargaining Agreement (CBA) states: "The College may in its discretion grant an unpaid leave of absence to a Faculty member up to 6 months, which shall be concurrent with other leaves conferred in this Agreement and by law. The Faculty member will be considered an employee of the College while on leave of absence and may continue benefits on a self-pay basis."

Per Delta College's agreement with our current providers, the types of benefits available under this article must be specified. The current agreements with our providers state the following benefits may continue, on a self-pay basis for the total monthly premium, while a faculty is on an unpaid leave of absence: health, vision and dental insurance benefits.

All terms in the CBA and other MOUs between the Parties not inconsistent with this MOU shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.

Delta College DocuSigned by:
Michael Gavin
214C66D2E0C94F6... Date 12/13/2022

DCFA, MEA/NEA DocuSigned by:
Ski Vanderlaan
8AA541EE045440F... Date 12/13/2022